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**NATIONAL SECURITY PERSONNEL SYSTEM (NSPS) UPDATE
11,000 WORKERS NOW UNDER NSPS
Expires 1 October 2007**

1. The California National Guard is scheduled to implement the National Security Personnel System (NSPS) on 1 October 2007. The National Guard Bureau has not provided any planning documents as to the specific impact or procedures for Title 32 military technicians.
2. The attached article by Mollie Ziegler appeared in the Army Times on 22 May 2006. It is provided in its entirety for informational purposes and the final implementation by the National Guard may appear different. The article reflects the initial conversion of 11,000 DoD Title 5 civilian employees to NSPS.
3. Direct questions concerning this TAAI to CMSgt Michael Hunt at DSN 466-3412 or (916) 854-3412; or MSgt April Mosher at DSN 466-3598 or (916) 854-3598.


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Pentagon Launches New Evaluations for Civilian Workers

11,000 workers now under NSPS

By Mollie Ziegler
Special to the Times

About 11,000 civilian Defense Department employees represent the first wave of federal workers to be covered by the government's new National Security Personnel System, which debuted April 30.

By now, managers should have identified performance objectives for those employees. Next up is monitoring each employee's performance; offering mentoring, coaching and training for those who need help; and meeting with each employee as many as four times over the next six months. "If you're a supervisor under [NSPS]... you're going to have work to do," said Mary Lacey, the program executive officer for the new system.

Here's what managers and employees can expect under NSPS.

- All employees who converted to the new system are eligible for an immediate bump in pay if their performance was acceptable and they were in Step 9 or below for their General Schedule grade.

Around 80 percent of the 11,000 employees got a pay bump, prorated for the rest of the year. The average was \$962.

- Based on their occupations, employees are placed in one of four career groups - scientific and engineering, investigative and protective services, medical or standard. Then they are assigned a pay schedule - professional/analytical, technician/support, supervisor/manager or student. Finally they are assigned a pay band - expert, journey or entry-level. Base pay is determined by the employees' placement in a career group, pay schedule and pay band.

Pay bands are aligned with employee's equivalent rank in the GS system. However, the Defense Department is beginning to hire staff members to independently analyze market data.

The Pentagon plans to adjust pay schedules and bands to reflect market conditions.

"If you're a supervisor under [NSPS] ... you're going to have work to do."

MARY LACEY
PROGRAM
EXECUTIVE
OFFICER
NATIONAL SECURITY

- A local market supplement - replacing the old locality pay and special salary rates - is added as a percentage of base pay.

- Employees can receive a pay increase in one of five ways: promotion, reassignment, local market supplement adjustment, pay rate adjustment or performance based adjustments.

Local market supplements, which can be adjusted each year, will account for a larger percentage of salary than performance payout.

Each year, NSPS organizations will have funding set aside for performance payouts, to be given as salary increases and bonuses.

The performance management cycle comprises five steps - planning, monitoring, developing, rating and rewarding. The typical cycle is one year ending September 30th, but for the first group placed under NSPS, the cycle is condensed from May 1 to October 31. After October 31, supervisors rate employees - on scale of one to five - on how well they accomplished their objectives. They are given or penalized points based on how contributing factors influenced their performance.

Job objective scores are averaged to determine an overall rating of record. If the rating record is "valued performer" or higher, employees are eligible to receive up to six shares to be redeemed from the pay pool for bonuses and raises.

Pay pool panels review employees' rating of record and share assignments, and determine pay raises and bonuses.

The pay pool managers also have the right to set aside a portion of available funds to be used sparingly as discretionary money pools for outstanding individual or organizational performance. Only employees who are rated "role model" are eligible for these pay increases.

Across-the-board pay increases, locality pay hikes and bonuses based on performance are given on or after January 1.

The success of their performance management cycle depends on managers, Lacey said.

"Leaders and supervisors is where we're concerned," she said. □

Mollie Ziegler is a staff writer for Federal Times.
Army Times 22 May 2006